

PSYCHOLOGY ENTRANCE EXAMINATIONS

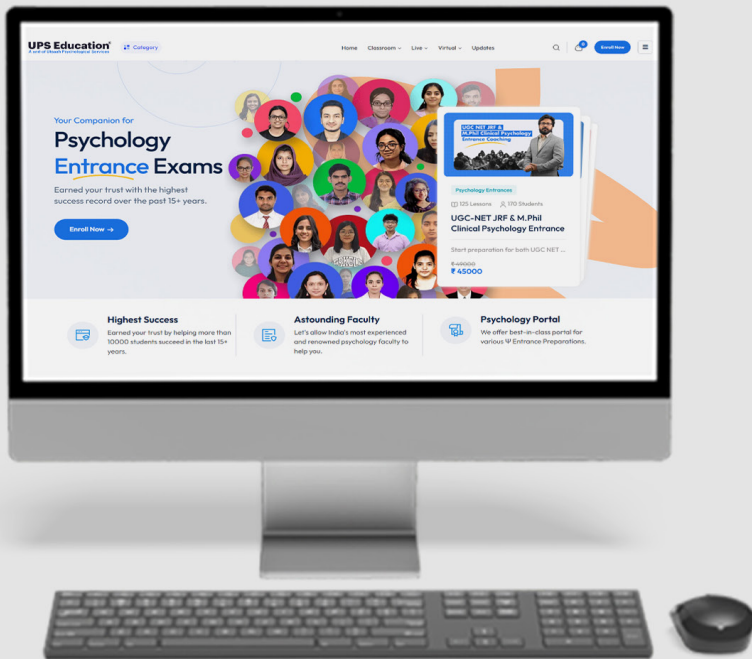
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Psychology Entrances

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University of Delhi-2018

MA Psychology, North Campus

1. When extinction takes place, the conditioned response
 - a) gets stronger
 - b) is actively 'unlearned'
 - c) will probably never occur
 - d) just fades away
2. On a _____ scale respondents who endorse one statement also agree with milder statements pertinent to the same underlying continuum.
 - a) Guttman
 - b) Likert
 - c) Thurstone
 - d) Osgood
3. A form of therapy that applies the principles of reinforcement to bring about desired is called
 - a) Cognitive therapy
 - b) Psychoanalysis
 - c) Fixed role therapy
 - d) Behaviour modification
4. Which of the following is NOT a conclusion that can be drawn from the Hawthorne studies?
 - a) Money motivates work group to perform to their full potential the study results
 - b) Work groups develop social norms about an acceptable level of output
 - c) Social relations at work matter a lot
 - d) The mere fact of knowing that they are participating in research can influence
5. Which of the following is not a method used in descriptive research?
 - a) Case study
 - b) Experiment
 - c) Survey
 - d) Naturalistic observation
6. The technique used for children's development takes as a joint activity with adults is known as-
 - a) Intersubjectivity
 - b) Cooperative Learning
 - c) Scaffolding
 - d) Private Speech
7. Collecting the same observations or measurement and finding the same results as were found previously is called _____.
 - a) Replication
 - b) Hypothesis
 - c) Data
 - d) Variable
8. The _____ encompasses connection between micro-systems
 - a) Macrosystem

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- b) Exosystem
c) Mesosystem
d) Chronosystem
9. The sequence of stages of oral reasoning identified by Kohlberg are
- a) Preconventional, conventional, postconventional
b) Preconceptual, conceptual, postconceptual
c) Preoperational, operational, postoperational
d) Preconformist, confirmst, postconfirmist
10. A stimulus associated with the delivery of reinforcement when an appropriate response is made is known as
- a) reinforce
b) controlled stimulus
c) discriminative stimulus
d) discriminated reinforce
11. Which form of therapy places emphasis on the assumption that maladaptive thoughts are the basis of many psychological disorders
- a) Rational-emotive therapy
b) Psychoanalysis
c) Client centred therapy
d) Behaviour therapy
12. The existence of seventh primary emotion suggested by some theorists is
- a) Outrage c) Contempt
b) Gratitude d) Frustration
13. The term egocentricism refers to children's
- a) Lack of a well developed superego
b) Persistent selfishness
c) inability to conserve
d) Tendency to see things only from their own perspective
14. infant attachment has been explained in terms of all of the following except
- a) innate behaviour
b) Imprint
c) comfort contact
d) rational thought
15. The structures that make up the immune system are
- a) Carcinogens
b) Neuroendocrine system
c) Psychoneuroimmunology
d) Immune system
16. The study of an individual perception and use of space, including territorial space, is called
- a) Paralanguage
b) Proxemics
c) Dialectic
d) Kinesics
17. Thematic Apperception Test is based upon the defense mechanism of-
- a) Projection
b) Sublimation
c) Reaction Formation
d) Repression
18. While teaching a dog how to shake hands, which of the following reinforcement schedule would facilitate the most rapid learning?
- a) fixed ratio

- b) variable ratio
c) continuous
d) variable interval
19. A fixed interval schedule is one that is based on a
a) Varying number of responses
b) Varying period of time
c) Set number of responses
d) Set period of time
20. Individuals prone to depression often make _____ and _____ attribution for their problems
a) Internal, stable
b) Internal, unstable
c) External, unstable
d) External, stable
21. During a normal night's sleep, how many times do we pass through the different stages of sleep?
a) 8–11 c) 2
b) 2–3 d) 4–7
22. The lobe mostly concerned in keeping us physically oriented in our environment is
a) Frontal c) Dorsal
b) Parietal d) Temporal
23. Self-actualization over concern with attractiveness ; tendency to irritability; temper outbursts if attention seeking is frustrated are symptoms of
a) Narcissistic Personality Disorder
b) Histrionic Personality Disorder
c) Anorexia Nervosa
d) Obsessive –Compulsive disorder
24. the investment of psychic energy in an object or person is
a) cathexis
b) displacement
c) free association
d) catharsis
25. _____ is Learning or strengthening behaviour of others, and the consequences of that behaviour, rather than experiencing the reinforcement or consequences directly
a) Vicarious reinforcement
b) Modelling
c) Observational learning
d) Disinhibition
26. The fact that the things people want and value most-good jobs, nice homes, high status-are always in short supply. It serves as foundation for what is perhaps the most oldest explanation of prejudice _____ .
a) Norm violation theory
b) Identity theory
c) Realistic conflict theory
d) Intergroup conflict theory
27. Cultural harmony and reducing the salience of group identities can be achieved through, which of the following attempts at re-categorization?
a) Forgiveness
b) Segregation of shared spaces
c) Appealing to Humanity
d) Third Party Intervention
28. the current approach to psychology

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- most closely aligned with the structuralists in its interest in topics like consciousness, mental imagery and thought process is
- neuroscience
 - cognitive psychology
 - behaviourism
 - functionalism
29. Individuals labelled as psychopaths are suffering from
- Schizophrenia
 - Antisocial personality disorder
 - Borderline personality disorder
 - Obsessive-compulsive disorder
30. Prolonged use of antipsychotic drugs can bring on a neurological condition characterised by uncontrollable facial twitches and grimaces known as
- Dementia
 - Tardive dyskinesia
 - Twitch syndrome
 - Muscular atrophy
31. Directly observable characteristics are called
- Phenotypes
 - Chromosomes
 - Epigenesis
 - Genotypes
32. An independent variable that varies along with the ones of interest and could be the actual basis for what you are measuring is called _____.
- Dependent
 - Independent
 - Confound
 - Control
33. The socio-cognitive approach to personality suggests the idea that one's experiences can
- Encourage personality to remain stable
 - Affect both personality stability and change
 - Eliminate the effects of biology on personality
 - Brings about change in personality
34. In which of the following therapies clients are encouraged to express their true thoughts and feelings and become their true selves in
- Psychodynamic therapy
 - Psychoanalysis
 - Behaviour therapy
 - Client-centred therapy
35. The first step in developing a training program includes
- Designing the training program
 - Training needs analysis
 - Evaluating the training program
 - choosing the training method
36. Oversimplified attitudes about the entire groups of people are called
- Prejudices
 - Stereotypes
 - Prototypes
 - Negative instances
37. Aphasia is neurobiological disorder symptomatized is
- Difficulty localising objects in space
 - Language breakdown

- c) Inability to recognize people from their faces
 d) Insensitivity to pain
38. The cerebral cortex is divided into two split halves known as the right and the left
 a) Cerebellum
 b) Corpus Callosum
 c) Cortices
 d) Cerebral hemispheres
39. Psychologists in the area of _____ focus on man machine interaction, physical fatigue and strain and workplace design
 a) Training in development
 b) Industrial psychology
 c) Developmental Psychology
 d) Ergonomics
40. Therapies that focus on the self talk, problem-solving strategies and belief systems of clients are referred to as _____ therapies
 a) Cognitive
 b) Psychodynamic
 c) Psychoanalytical
 d) Behavioural
41. Geetanjali conforms to the idea of visiting a museum as most people in her class have voted for the same. The basis of her conformity is -
 a) Ignorance
 b) Callousness
 c) Normative
 d) Informational
42. A friend mentions to you that “she remembers everything that ever happens to her.” What concept from memory research most directly contradicts this belief?
 a) recovered memory
 b) selective attention
 c) Eidetic memory
 d) constructive memory
43. When a large number of persons respond to questions about their attitudes or behavior, it is called
 a) Survey method
 b) Systematic observation
 c) Experimental method
 d) Correlational method
44. When a group of employees who work on voluntarily on company time to address work related problems such as quality control, cost reduction, production, planning, product designing and techniques are called
 a) Quality Circles
 b) Kaizens
 c) Employees Assistance
 d) ISO 9000
45. The brain structure that plays an important role in feelings of hunger is
 a) hippocampus
 b) hypothalamus
 c) parietal lobe
 d) thalamus
46. In a scientific method, specifying a problem involves
 a) Collecting Data
 b) Defining the variable

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- c) Posing questions about the phenomenon
d) Analyzing Data
47. In experimental design, the variable that is manipulated is the _____ .
a) Independent
b) Confounding
c) Dependent
d) Control
48. a persons view of his or her own worth is called
a) self-esteem
b) self-efficacy
c) self-actualization
d) self-concept
49. _____ skills relate to a leader's knowledge and ability in any organizational functional area.
a) Interpersonal
b) Technical
c) Managerial
d) Conceptual
50. _____ validity is determined by the degree to which the questions or items on a test are representative of the universe of behaviour the test was designed to sample.
a) Convergent
b) Concurrent validity
c) Criterion
d) Content
51. Our belief that social influence plays a smaller role in shaping our own action than it does in shaping the actions of others is known as-
a) Auto-kinetic phenomenon
b) Normative Social Influence
c) Cognitive Dissonance
d) Introspection Illusion
52. Just before the doors of the elevator close, Sheela, a classmate you dislike, enters the elevator. You immediately leave, whispering about having forgotten something. Your behavior will have a consequence of _____ for you.
a) punishment
b) shaping
c) positive reinforcement
d) negative reinforcement
53. Arrange the steps followed in Behavior Modelling method of training in the correct order
a) Social reinforcement, Role playing, modelling, transfer of training
b) Modelling, role playing, social reinforcement, transfer of training
c) Modelling, role playing, transfer of training, social reinforcement
d) Role playing, modelling, social reinforcement, transfer of training
54. Odd-even method of splitting the test in order to estimate split-half reliability is most appropriate for
a) Projective tests
b) Neuro-psychological tests
c) Power tests
d) Speed tests
55. Leader Behavior Description Questionnaire led to the emergence of which dimensions of leadership?

- a) Concern for people and concern for task
- b) Consideration and initiating structure
- c) Autocratic and democratic
- d) Task oriented and relationship oriented
56. The four basic techniques for Freudian psychoanalysis are
- a) Free association, analysis of transference, analysis of resistance, analysis of systematic desensitization.
- b) Free association, analysis of dreams, analysis of congruency, analysis of resistance
- c) Free association, analysis of resistance, analysis of shaping, analysis of dreams
- d) Free association, Analysis of dreams, Analysis of resistance, Analysis of transference
57. A measure of validity that compares to a different, valid procedure is called _____ .
- a) Content Validity
- b) Construct Validity
- c) Criterion Validity
- d) Face Validity
58. Which theory explains why people reduce their output when they feel unfairly treated
- a) Herzberg's theory
- b) Expectancy theory
- c) Goal setting theory
- d) Equity theory
59. In a _____ the performance of each examinee is interpreted in reference to a relevant standardization sample.
- a) Aptitude test
- b) Criterion-referenced test
- c) Group test
- d) Norm-referenced test
60. Colour blindness and colour afterimages are best explained by
- a) opponent-process theory
- b) visible hue theory
- c) trichromatic theory
- d) binocular disparity theory
61. Token economy is based on the principle of
- a) Secondary reinforcement
- b) Punishment
- c) Primary reinforcement
- d) Observational learning
62. When belief, expectations, or habits alter how participants in a study respond is called _____ .
- a) Research Validity
- b) Research Bias
- c) Research hypothesis
- d) Placebo Research
63. A final barrier that prevents women as a group from reaching top positions at the work place is known as
- a) Stereotyping
- b) Gender role norms
- c) Glass ceiling
- d) Glass cliff effect
64. Multimodal therapy(Lazrus,1981) is an

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- example of
- a) Gestalt Therapy
 - b) Electicism and Integration
 - c) Existentialist-humanist Therapy
 - d) Psychonalaytic Psychotherapy
65. Disorder for a short in duration is called _____ .
- a) Acute
 - b) Chronic
 - c) Moderate
 - d) Mild
66. _____ glands of the body, producing a variety of hormones that regulate or control the other endocrine glands.
- a) Gonadal gland
 - b) Thyroid gland
 - c) Adrenal gland
 - d) Pituitary gland
67. _____ are concise ways of summarizing properties of sets of numbers.
- a) Descriptive statistics
 - b) Meta analysis
 - c) Inferential statistics
 - d) Statistical significance
68. Hypothesis is different from theories as
- a) Only hypotheses are used to explain behaviour
 - b) Only hypothesis can be tested
 - c) Research tests theories rather than hypotheses
 - d) Theories are generally are broader than hypotheses
69. Trans-cranial magnetic stimulation (TMS) is a treatment for
- a) Internet Addiction Disorder
 - b) Phobias
 - c) Schizoid personality disorder
 - d) Depression
70. There are incompatible demands on the role incumbent
- a) Role overload
 - b) Role erosion
 - c) Role conflict
 - d) Role ambiguity
71. Job enrichment is a technique for _____ loading of the job.
- a) Horizontal
 - b) Vertical
 - c) diagonal
 - d) Lateral
72. The time span of STM is
- a) 28-30 seconds
 - b) 22-25 seconds
 - c) 5-10 seconds
 - d) 18-20 seconds
73. Which of the following is most appropriate for the metaphor the 'melting pot'
- a) Diversity and Culture
 - b) Aggression and Violence
 - c) Socialization and Roles
 - d) Stress and Burnout
74. Which of the following cannot be used to describe the spread of values in a distribution of data?
- a) The standard Deviation
 - b) Measures of variability
 - c) The mean
 - d) The range
75. Most prenatal influences on humans are genetic or hormonal in origin

- except for
- parents' level of education about fetal development
 - stress on the mother
 - family history of mental illness
 - teratogens
76. Rajiv is always unsure of his decisions- major or minor and looks forward to constant validation from his wife. The style of attachment exhibited by Rajiv is called-
- Insecure attachment style
 - Pre-occupied attachment style
 - Secure attachment style
 - Dismissing attachment style
77. Hysteria is characterised by
- Uncontrollable ranting and raving
 - Inappropriate laughter or tears
 - Physical symptoms without any discernible physical basis
 - Hallucinations and delusions
78. Motives like need to spend time with others or to influence others are known as _____ motives
- Physiological
 - Social
 - Extrinsic
 - Power
79. Neurological studies on positive affect and fearful distress dimensions of temperament suggest that shy children-
- React Positively to and Approach novel stimulus
 - React Negatively to and Withdraw from novel stimulus
 - React Negatively to and Approach novel stimulus
 - React Positively to and Withdraw from novel stimulus
80. Which theory propounds that employees are uninterested to work and have to be goaded to do so?
- Theory Z
 - Theory C
 - Theory Y
 - Theory X
81. Which of the following is not a type dichotomy in Myers and Briggs Type Indicator test of personality?
- Judging – perceiving
 - Neuroticism-emotional stability
 - Thinking-feeling
 - Extraversion-introversion
82. _____ is the disorder which typically involves uncontrollable head movements with accompanying sounds such as grunts, clicks, yelps, sniffs or words.
- Pervasive developmental disorder
 - Functional enuresis
 - Tourett's disorder
 - Ecnopresis
83. Hopelessness theory is an attempt to explain
- Depression
 - Schizophrenia
 - Anxiety disorder
 - Personality disorder
84. Prozac usually used as an anti-depressant drug belongs to
- Serotonin and Norepinephrine

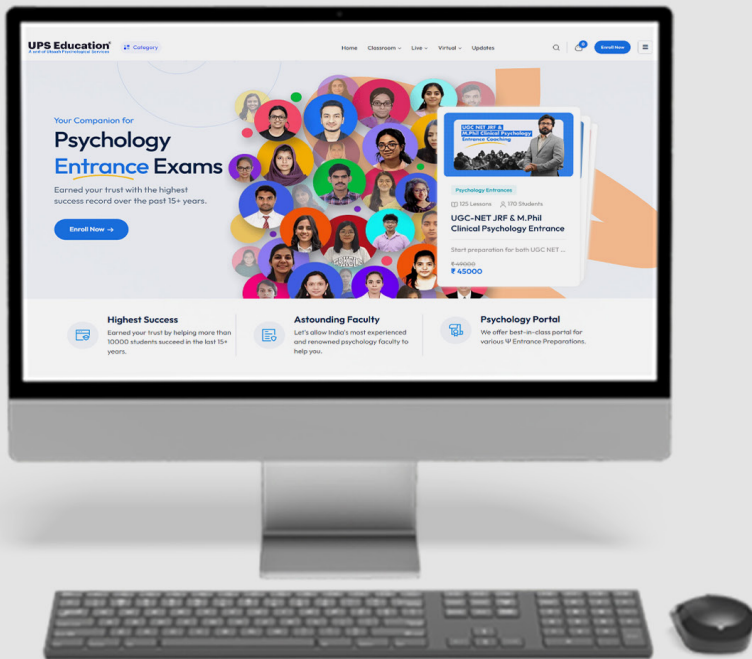
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- Reuptake Inhibitors(SNRIs)
- b) MAO inhibitors
 - c) Tricyclic antidepressants
 - d) Selective serotonin Re-uptake Inhibitors(SSRIs)
85. According to Bass' Full Range Model of Leadership which of the following is a feature of transactional leadership?
- a) Individualized consideration
 - b) Laissez faire
 - c) Intellectual stimulation
 - d) Contingent reward
86. According to Erikson, the central development task of adolescence concerns
- a) Integrity
 - b) Industry
 - c) Identity
 - d) Intimacy
87. According to Herzberg's two-factor theory, which of the following is a Hygiene factor?
- a) Skill variety
 - b) Status
 - c) Opportunity for decision making
 - d) Autonomy
88. The Yerkes-Dodson law predicts that most people would perform an easy task best if they are at a
- a) high level of arousal
 - b) low level of arousal
 - c) optimal level of arousal
 - d) state of homeostasis
89. While constructing a test and item writing, it is a common error, there the question or the item touches upon more than one issue; however the response option is only one. Such items are referred to as
- a) Leading questions
 - b) Double -barrelled questions
 - c) Open-ended questions
 - d) Reverse coding questions
90. According to Hofstede, _____ dimension characterizes tolerance for ambiguity.
- a) Masculinity
 - b) Individualism
 - c) Power distance
 - d) Uncertainty avoidance
91. According to the earliest theories of hunger, the primary signal that motivates us to eat is
- a) food in the mouth
 - b) the firing of neurons in the brain
 - c) the sight of food
 - d) stomach contraction
92. According to formulation of Peter Drucker, the goal setting is applicable to all employees having a clear influence over the goal setting process. This is known as
- a) CEO
 - b) MBO
 - c) ACR
 - d) PAS
93. According to Lewin's force field analysis, in order to bring about a change
- a) Forces opposing change should be reduced
 - b) Forces resisting the change should be increased
 - c) Forces driving change should not be

- enhanced
- d) Forces driving change should be reduced
94. According to Allen and Meyer, which type of Organizational commitment is characterized by a sense of obligation to stay in the organization because it is the right thing to do?
- a) Intrinsic commitment
b) Continuance commitment
c) Normative commitment
d) Affective commitment
95. According to Hershey and Blanchard Situational Leadership Theory, which of the following leadership style will be effective for followers who are high on both job and psychological maturity?
- a) Selling c) Participating
b) Telling d) Delegating
96. According to Kohlberg gender development moves through the following stages-
- a) Oral, Anal, Phallic, Latency, Genital
b) Pre-conventional, Conventional, Post-conventional
c) Sensory-motor, Pre-operational, Concrete-operational, Formal-operational
d) Labeling, Stability, Consistency
97. A researcher while investigating the effect of coffee on sleep patterns of individuals concludes that there is no impact of coffee on sleep pattern. What may be inferred about his conclusion?
- a) He rejected H_0 while it was true
b) He retained H_0 while it was false
c) He accepted H_0 while it was true
d) He accepted H_0 while it was false
98. The measure of central tendency most affected by the presence of extreme value is the _____ .
- a) Mode c) Frequency
b) Median d) Mean
99. The multiple choice test is to tab the measure of memory dealing with
- a) recognition
b) reconstruction
c) relearning
d) recall
100. The match between individual and organizational expectations is called
- a) Person job fit
b) Psychological contract
c) Person organization fit
d) Performance management

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1. d) just fades away

Explanation: Extinction in classical conditioning occurs when the conditioned stimulus (CS) is repeatedly presented without the unconditioned stimulus (US). Over time, this leads to a gradual weakening of the conditioned response (CR). This process doesn't involve the response getting stronger (option a) or being actively 'unlearned' (option b). Instead, the response diminishes passively. Additionally, the response isn't permanently eliminated; it can reappear through spontaneous recovery, so it's inaccurate to say it will probably never occur again (option c). Therefore, the most accurate description is that the conditioned response just fades away (option d).

2. a) Guttman

Explanation: A Guttman scale, also known as a cumulative scale, is designed so that if a respondent endorses a particular statement, they will also agree with all previous, milder statements along the same continuum. This type of scale reflects a unidimensional measure where items are arranged in increasing order of difficulty or intensity. For example, if someone agrees with a statement about strongly supporting a policy, they are expected to agree with milder statements about the same policy. This cumulative nature of agreement is the defining characteristic of the Guttman scale.

3. d) Behaviour modification

Explanation: Behavior modification is a form of therapy that applies principles of reinforcement to bring about desired changes in behavior. This approach is based on the principles of operant conditioning, which were developed by B.F. Skinner. In behavior modification, positive reinforcement (rewards) is used to increase desirable behaviors, while negative reinforcement or punishment may be used to decrease undesirable behaviors. This method is highly structured and focuses on observable behavior changes, making it different from cognitive therapy (a), which focuses on changing thought patterns, psychoanalysis (b), which explores unconscious motivations and conflicts, and fixed role therapy (c), which involves role-playing to help clients explore different aspects of themselves.

Answer Key

4. a) Money motivates work groups to perform to their full potential the study results

Explanation: The Hawthorne studies, conducted at the Western Electric Company's Hawthorne Works in the 1920s and 1930s, are famous for highlighting the importance of social and psychological factors in the workplace. The studies concluded that social relations, group norms, and the psychological impact of being observed (the Hawthorne effect) significantly influence worker productivity. However, they did not conclude that money is the primary motivator for work groups to perform to their full potential. This particular conclusion is more closely aligned with theories of economic motivation rather than the findings of the Hawthorne studies.

5. b) Experiment

Explanation: Experiments are a method used in experimental research, not descriptive research. Experiments involve the manipulation of one or more independent variables to observe the effect on a dependent variable, allowing researchers to establish cause-and-effect relationships. Case study (a): This method involves an in-depth examination of an individual, group, or event to explore and understand its complexities.

Survey (c): Surveys are used to gather data from a large number of respondents through questionnaires or interviews to describe trends, attitudes, or opinions.

Naturalistic observation (d): This involves observing subjects in their natural environment without interference or manipulation, to gain insights into their behavior.

6. c) Scaffolding

Explanation: Scaffolding is a technique used in educational psychology and child development where an adult or more knowledgeable other provides structured support to a child as they are learning a new skill or concept. This support is gradually removed as the child becomes more competent, allowing them to achieve higher levels of understanding and skill than they would be able to reach independently. Scaffolding is often associated with the work of Lev Vygotsky, who emphasized the importance of social interaction and the zone of proximal development in learning.

7. a) Replication

Explanation: Replication in research refers to the process of repeating a study or experiment to determine whether the same results can be consistently observed. This is a critical aspect of the scientific method because it helps to verify the reliability and validity of the findings. By replicating studies, researchers can ensure that the results are not due to chance, errors, or specific conditions of the initial experiment but are genuinely representative of the phenomena being studied.

8. c) Mesosystem

Explanation: The mesosystem, a concept from Urie Bronfenbrenner's ecological systems theory, describes the interconnections between the different microsystems in which an individual actively participates. Microsystems are the immediate environments such as family, school, and peer groups. The mesosystem encompasses the interactions between these microsystems, such as the relationship between a child's home environment and their school environment. For example, the communication and relationship between parents and teachers would be part of the mesosystem. The mesosystem plays a crucial role in shaping the experiences and development of an individual by linking the contexts in which they live.

9. a) Preconventional, conventional, postconventional

Explanation: Kohlberg's theory of moral development outlines three levels of moral reasoning, each with two stages. These levels are preconventional (focused on self-interest and obedience to avoid punishment), conventional (centered on social approval and maintaining social order), and postconventional (based on abstract principles and the recognition of universal ethical principles). This sequence reflects the progression of moral reasoning from basic, self-centered reasoning to more complex, principled thinking.

10. c) discriminative stimulus

Explanation: In operant conditioning, a discriminative stimulus (often abbreviated as SD) is a cue or signal that indicates that a particular response will be reinforced. It sets the occasion for a behavior to occur by indicating the availability of reinforcement following a specific behavior. This concept helps organisms learn to differentiate between different contexts or conditions in which a particular behavior will be rewarded.

11. a) Rational-emotive therapy

Explanation: Rational-emotive therapy (RET), developed by Albert Ellis, places emphasis on the assumption that maladaptive thoughts, beliefs, and attitudes are the basis of many psychological disorders. RET focuses on identifying and challenging irrational beliefs and replacing them with rational, adaptive thoughts. This therapy aims to help individuals develop healthier ways of thinking, which can lead to improved emotional well-being and behavior.

12. c) Contempt

Answer Key

Explanation: While the six universally recognized primary emotions are happiness, sadness, fear, anger, surprise, and disgust, some theorists have proposed the addition of contempt as a seventh primary emotion. Contempt is characterized by feelings of superiority and disrespect toward others and has distinct facial expressions and physiological responses, making it a strong candidate for classification as a primary emotion.

13. d) Tendency to see things only from their own perspective

Explanation: Egocentrism in children refers to their cognitive limitation of perceiving the world solely from their own perspective. This concept, introduced by Jean Piaget in his theory of cognitive development, suggests that children have difficulty understanding that others may have different thoughts, feelings, or perspectives than their own. It's a natural stage in their cognitive development as they gradually learn to understand and consider the viewpoints of others.

14. d) rational thought

Explanation: Infant attachment is typically explained in terms of innate behaviors, imprinting, and the importance of comfort contact between infants and their caregivers. Rational thought, which involves deliberate and logical reasoning, is not typically considered a primary factor in understanding infant attachment. Instead, attachment theory focuses on instinctual behaviors and emotional connections between infants and their caregivers, particularly during early developmental stages.

15. a) Carcinogens

16. b) Proxemics

Explanation: Proxemics is the branch of knowledge that deals with the amount of space that people feel necessary to set between themselves and others. It involves the study of personal space, territoriality, and how different cultures perceive and use space in interpersonal interactions. The other options refer to different aspects of communication: paralanguage relates to vocal characteristics, dialectic pertains to logical argumentation or discourse, and kinesics involves body language and gestures.

17. a) Projection

Explanation: The Thematic Apperception Test (TAT) is a projective psychological test in which individuals are shown ambiguous pictures and asked to create stories about them. The assumption is that people will project their own unconscious feelings, thoughts, and desires onto the ambiguous stimuli, revealing aspects of their personality and inner experiences.

This use of projection helps to uncover underlying motivations, attitudes, and conflicts.

18. c) continuous

Explanation: In continuous reinforcement, the desired behavior is reinforced every time it occurs. This reinforcement schedule typically leads to rapid learning because the reinforcement is consistent and immediate. In the context of teaching a dog to shake hands, providing a treat every time the dog performs the desired action (shaking hands) would be an example of continuous reinforcement. Fixed ratio reinforcement involves reinforcing the behavior after a fixed number of responses, variable ratio reinforcement involves reinforcing the behavior after a variable number of responses, and variable interval reinforcement involves reinforcing the behavior after a variable amount of time has elapsed.

19. d) Set period of time

Explanation: In operant conditioning, a fixed interval schedule is a type of reinforcement schedule where the first response is rewarded only after a specified amount of time has elapsed. This means reinforcement is given for the first response after a fixed duration, leading to patterns of behavior that typically show a post-reinforcement pause followed by an increase in responding as the time for the next reinforcement approaches. For example, if a rat receives food every 5 minutes, regardless of how many times it presses a lever during that interval, it is on a fixed interval schedule.

20. a) Internal, stable

Explanation: Individuals prone to depression often make internal (blaming themselves) and stable (believing the cause of the problem will persist over time) attributions for their problems. For example, someone who fails a test might attribute their failure to their own lack of intelligence (internal) and believe that they will always be unintelligent (stable). This pattern of attribution can contribute to feelings of hopelessness and low self-esteem, which are characteristic of depression.

21. d) 4–7

Explanation: Throughout the night, we cycle through various stages of non-REM (NREM) and REM (rapid eye movement) sleep in approximately 90 to 120-minute cycles. These cycles repeat themselves, with most individuals experiencing 4 to 7 complete sleep cycles per night. Each cycle includes stages such as light sleep, deep sleep, and REM sleep, each serving different physiological and cognitive functions essential for overall health and wellbeing. This repetitive cycling is crucial for achieving restorative and restful sleep.

Answer Key

22. b) Parietal

Explanation: The parietal lobe, located at the top and back of the brain, plays a crucial role in processing sensory information and spatial awareness. It integrates sensory inputs from various modalities, such as touch, proprioception (awareness of body position), and vision, to help us understand our position and orientation in space. This lobe is particularly important for tasks requiring hand-eye coordination, navigation, and perception of the surrounding environment.

23. b) Histrionic Personality Disorder

Explanation: Histrionic Personality Disorder is characterized by a pattern of excessive emotionality and attention-seeking behavior. Individuals with this disorder often seek attention, display exaggerated emotions, and may be uncomfortable when they are not the center of attention. They may also have a shallow or rapidly shifting emotional expression, which can include irritability and temper outbursts if they feel their need for attention is not being met. This disorder is distinct from Narcissistic Personality Disorder, which involves a pervasive pattern of grandiosity, need for admiration, and lack of empathy, and from other disorders like Anorexia Nervosa and Obsessive-Compulsive Disorder, which have different symptom profiles.

24. a) Cathexis

Explanation: Cathexis, a term introduced by Sigmund Freud, refers to the process of investing emotional energy or libido into an object, idea, or person. It involves the attachment of emotional significance or value to something, resulting in the allocation of mental energy toward it. This concept is fundamental to Freudian psychoanalytic theory and is central to understanding various psychological phenomena, including attachment, desire, and motivation. Displacement involves redirecting emotions from the original source to a substitute target. Free association is a psychoanalytic technique where patients express thoughts without censorship. Catharsis refers to the release of emotional tension.

25. a) Vicarious reinforcement

26. c) Realistic conflict theory

Explanation: Realistic conflict theory posits that prejudice and discrimination arise from competition over scarce resources, such as jobs, housing, or status, between groups. According to this theory, intergroup hostility emerges when groups perceive each other as threats to their own access to valuable resources. This perception of competition fosters negative attitudes and behaviors toward the out-group, including prejudice and

discrimination. The scarcity of resources, combined with perceived competition, leads to intergroup conflict and serves as a foundation for explaining prejudice according to realistic conflict theory.

27. c) Appealing to Humanity

Explanation: Appealing to humanity is a method of re-categorization aimed at reducing the salience of group identities by emphasizing common humanity and shared values among individuals or groups. This approach seeks to promote understanding, empathy, and cooperation by highlighting the universal aspects of human experience rather than focusing on group differences. By emphasizing shared goals and interests, appealing to humanity can foster cultural harmony and reduce intergroup conflict.

28. b) cognitive psychology

Explanation: Cognitive psychology is the current approach to psychology that is most closely aligned with the interests of structuralists. Structuralists were concerned with understanding the structure of the mind, including topics such as consciousness, mental imagery, and thought processes. Similarly, cognitive psychology focuses on studying mental processes such as perception, memory, reasoning, and problem-solving. Both approaches emphasize the importance of understanding the inner workings of the mind and how mental processes influence behavior.

29. b) Antisocial personality disorder

Explanation: Psychopathy is not a formal diagnosis in the Diagnostic and Statistical Manual of Mental Disorders (DSM-5). However, it is often colloquially used to describe individuals who exhibit traits such as lack of empathy, manipulativeness, superficial charm, and a disregard for social norms and rules. These traits are more closely aligned with Antisocial Personality Disorder (ASPD) in the DSM-5, which is characterized by a pervasive pattern of disregard for and violation of the rights of others. Schizophrenia, Borderline Personality Disorder, and Obsessive-Compulsive Disorder involve different symptom profiles and are not typically associated with the traits commonly attributed to psychopathy.

30. b) Tardive dyskinesia

Explanation: Tardive dyskinesia is a side effect associated with the long-term use of antipsychotic medications, particularly first-generation antipsychotics. It involves involuntary movements, often of the face and tongue, but can also affect other parts of the body, such as the arms and legs. This condition can be distressing and may persist even after discontinuation of the medication. Dementia refers to a decline in cognitive function severe

Answer Key

enough to interfere with daily life. Twitch syndrome is a non-medical term, and muscular atrophy refers to a decrease in muscle mass and strength.

31. a) Phenotypes

Explanation: Phenotypes refer to the observable physical or behavioral traits of an organism, which result from the interaction between its genetic makeup (genotype) and environmental influences. These traits can include features such as hair color, height, eye shape, and behavior. Chromosomes are thread-like structures found in the nucleus of cells, containing DNA. Epigenesis refers to the process by which gene expression is regulated. Genotypes refer to the genetic makeup of an organism, including the combination of alleles inherited from its parents.

32. c) Confound

Explanation: A confounding variable is an extraneous variable that varies along with the independent variable(s) of interest and may influence the dependent variable, making it difficult to determine the true effect of the independent variable(s). Confounding variables can lead to inaccurate conclusions about the relationship between the independent and dependent variables. Therefore, researchers strive to control for confounding variables through experimental design or statistical techniques to ensure the validity and reliability of their findings.

33. b) Affect both personality stability and change

Explanation: The socio-cognitive approach to personality emphasizes the interaction between social factors, cognitive processes, and individual experiences in shaping personality. According to this perspective, personality is not solely determined by internal traits or external influences but emerges through the dynamic interplay between cognitive processes (such as thoughts, beliefs, and interpretations), social interactions, and environmental experiences. As a result, experiences can both influence the stability of personality traits over time and contribute to changes in personality through learning, adaptation, and socialization processes.

34. d) Client-centered therapy

Explanation: Client-centered therapy, developed by Carl Rogers, emphasizes creating a supportive and non-judgmental therapeutic environment in which clients feel free to express their true thoughts, emotions, and experiences. The therapist provides unconditional positive regard, empathy, and genuineness, allowing clients to explore their feelings, gain insight into their experiences, and work towards self-actualization. This approach focuses

on the client's subjective experiences and self-directed growth rather than on the therapist's interpretations or techniques. Psychodynamic therapy and psychoanalysis also involve exploration of the unconscious mind and underlying motivations, but they may involve more interpretation by the therapist.

35. b) Training needs analysis

Explanation: Before designing or implementing a training program, it's essential to conduct a thorough analysis of the organization's training needs. This involves identifying the knowledge, skills, and abilities required for employees to perform their jobs effectively and efficiently. A training needs analysis helps determine the gaps between current and desired performance levels, as well as the specific areas where training intervention is necessary. Once the training needs have been identified through this analysis, the organization can proceed with designing, choosing methods, and evaluating the effectiveness of the training program.

36. b) Stereotypes

Explanation: Stereotypes are simplified, often generalized beliefs about the characteristics, attributes, behaviors, and attitudes of members of particular social groups. These beliefs may be based on assumptions, biases, or limited information and can lead to oversimplified judgments or perceptions of individuals within those groups. While stereotypes may sometimes overlap with prejudices (preconceived judgments or opinions formed without sufficient knowledge), stereotypes specifically refer to the cognitive representations of group attributes rather than the affective component involved in prejudices. Prototypes refer to idealized or typical representations of a category or concept, and negative instances are examples that contradict a generalization.

37. b) Language breakdown

Explanation: Aphasia is a language disorder that results from damage to the areas of the brain responsible for language processing, typically in the left hemisphere. It can affect the ability to speak, understand, read, and write, leading to difficulties in communication. While individuals with aphasia may also experience other cognitive impairments depending on the extent and location of the brain damage, the hallmark symptom is the breakdown in language abilities. Difficulty localizing objects in space (a) may be related to other conditions, such as spatial neglect. Inability to recognize faces (c) is characteristic of prosopagnosia, and insensitivity to pain (d) is not typically associated with aphasia.

38. d) Cerebral hemispheres

Answer Key

Explanation: The cerebral hemispheres are the two halves of the cerebrum, which is the largest part of the brain and is responsible for higher cognitive functions such as thinking, perceiving, planning, and voluntary movement. Each hemisphere controls the opposite side of the body and is further divided into four lobes: frontal, parietal, temporal, and occipital. The right hemisphere is associated with spatial abilities, creativity, and holistic thinking, while the left hemisphere is typically dominant for language, logic, and analytical thinking in most individuals.

39. d) Ergonomics

Explanation: Ergonomics is the field of study that focuses on designing systems, products, and environments to optimize human well-being and performance. Psychologists in this area specifically investigate the interaction between humans and their work environments, including man-machine interaction, physical fatigue and strain, and workplace design. They apply principles from psychology, engineering, physiology, and other disciplines to design workspaces, tools, and equipment that are safe, efficient, and comfortable for users.

40. a) Cognitive therapies

Explanation: Cognitive therapies, such as Cognitive Behavioral Therapy (CBT), focus on identifying and changing maladaptive thought patterns, beliefs, and cognitive processes that contribute to psychological distress or dysfunctional behaviors. These therapies emphasize the role of cognitive processes in influencing emotions and behaviors and aim to help clients develop more adaptive ways of thinking and coping with challenges. Psychodynamic (b) and psychoanalytical (c) therapies, on the other hand, focus more on exploring unconscious conflicts, early life experiences, and the dynamics of interpersonal relationships. Behavioral therapies (d) primarily target observable behaviors and use techniques such as reinforcement, modeling, and exposure to address psychological issues.

41. c) Normative

Explanation: Normative conformity occurs when individuals conform to social norms or group expectations to gain social approval, acceptance, or avoid rejection or disapproval. In this scenario, Geetanjali's decision to visit the museum is based on the desire to conform to the behavior of her classmates because she perceives it as the socially accepted or expected action within the group. This type of conformity often involves compliance with the group's norms or standards without necessarily changing one's own beliefs or attitudes.

42. d) constructive memory

Explanation: Constructive memory refers to the idea that memories are not perfect replicas of

past events but are instead reconstructed based on various factors such as prior knowledge, beliefs, and expectations. This means that memories can be influenced and altered over time, leading to inaccuracies or distortions. The belief that one remembers everything that ever happens suggests a view of memory as a perfect and infallible recording device, which contradicts the understanding of memory as constructive and subject to errors.

43. a) Survey method

Explanation: The survey method involves gathering information from a large number of individuals by asking them questions about their attitudes, beliefs, behaviors, or opinions. Surveys can be conducted through various means, such as in-person interviews, telephone interviews, mailed questionnaires, online surveys, or a combination of methods. This approach allows researchers to collect data efficiently and obtain insights into the attitudes and behaviors of a diverse population.

44. a) Quality Circles

Explanation: Quality Circles are voluntary groups of employees who come together during work hours to address work-related issues such as quality control, cost reduction, production planning, product design, and techniques. These circles aim to improve processes, enhance productivity, and solve problems within the organization through collaborative efforts and shared expertise. Quality Circles promote employee involvement, empowerment, and continuous improvement in the workplace.

45. b) Hypothalamus

Explanation: The hypothalamus is a small region located at the base of the brain, and it plays a crucial role in regulating various physiological processes, including hunger and satiety. Specialized cells in the hypothalamus monitor levels of nutrients and hormones in the bloodstream and send signals to initiate or suppress feelings of hunger accordingly. Additionally, the hypothalamus is involved in controlling appetite, metabolism, and energy balance by regulating the release of hormones such as ghrelin, leptin, and insulin.

46. c) Posing questions about the phenomenon

Explanation: Specifying a problem in the scientific method typically involves identifying and defining the specific research question or problem that the study aims to address. This step often includes formulating hypotheses or predictions about the relationship between variables, identifying key concepts or variables of interest, and clarifying the scope and purpose of the research. Once the problem is specified, researchers can then proceed with other steps in the scientific method, such as collecting data (a), defining variables (b), and analyzing data (d), to test their hypotheses and answer the research question.

Answer Key

47. a) Independent

Explanation: In experimental design, the independent variable is the one that the researcher deliberately manipulates or changes to observe its effect on the dependent variable. The independent variable is the presumed cause, while the dependent variable is the outcome or response that is measured. Control variables are factors kept constant to prevent them from influencing the results, and confounding variables are uncontrolled variables that may inadvertently affect the outcome.

48. a) self-esteem

Explanation: Self-esteem refers to a person's subjective evaluation of their own worth or value. It involves beliefs about oneself and encompasses feelings of self-worth and self-respect. Self-efficacy relates to beliefs about one's ability to perform specific tasks successfully. Self-actualization is a concept in humanistic psychology related to the realization of one's full potential, and self-concept refers to the overall perception or understanding that an individual has of themselves, which includes beliefs, attitudes, and self-perceptions.

49. b) Technical

Explanation: Technical skills are specific abilities and knowledge related to performing tasks within a particular field or domain. In leadership, technical skills refer to expertise in the specific tasks, processes, or technologies relevant to the organization's operations or industry. These skills are essential for leaders to effectively understand and oversee the technical aspects of their work and to provide guidance and direction to their teams in executing tasks proficiently.

50. d) Content

Explanation: Content validity refers to the extent to which a test measures all aspects of the concept or behavior it is intended to assess. It is determined by examining whether the test items comprehensively represent the entire domain or universe of the construct being measured. For example, a math test with content validity would include a range of problems covering all relevant areas of math that the test is intended to assess.

51. d) Introspection Illusion

Explanation: The introspection illusion refers to the cognitive bias where people believe they are less susceptible to social influences and biases than others. This occurs because individuals introspect about their own thoughts and motivations, leading them to underestimate the impact of external factors on their behavior. In contrast, when observing others, people tend to attribute their actions more to social influences and situational

factors. The other options do not accurately describe this phenomenon.

52. d) negative reinforcement

Explanation: Negative reinforcement involves the removal of an unpleasant stimulus to increase the likelihood of a behavior being repeated. In this scenario, Sheela, whom you dislike, is the unpleasant stimulus. By leaving the elevator, you avoid the discomfort of being in her presence. This avoidance behavior is likely to be repeated in the future to continue avoiding the unpleasant situation, thus it is negatively reinforced.

53. b) Modelling, role playing, social reinforcement, transfer of training

Explanation: In Behavior Modelling training, the typical sequence involves: Modelling: Trainees observe a demonstration of the behavior or skill to be learned. Role Playing: Trainees practice the observed behavior through role-playing exercises. Social Reinforcement: Trainees receive feedback and reinforcement from trainers and peers to encourage the correct performance of the behavior. Transfer of Training: Trainees apply the newly learned behaviors and skills to their actual work environment.

54. c) Power tests

Explanation: The odd-even method of splitting the test is a technique used to estimate splithalf reliability, which is a measure of internal consistency. This method involves dividing the test into two halves, with odd-numbered items forming one half and even-numbered items forming the other half. It is particularly appropriate for power tests, which are assessments designed to measure an individual's ability to perform a wide range of tasks under standardized conditions, often with time constraints. Power tests typically contain a variety of item types and assess a broad spectrum of cognitive abilities, such as reasoning, problem-solving, and verbal or numerical aptitude. The odd-even method helps ensure that the two halves of the test are equivalent in difficulty and content, making it suitable for estimating the reliability of power tests.

55. b) Consideration and initiating structure

Explanation: The Leader Behavior Description Questionnaire (LBDQ) was developed by researchers at Ohio State University in the late 1940s and 1950s. This instrument aimed to identify observable behaviors of leaders, rather than their traits or personalities. Through extensive research, the LBDQ revealed two primary dimensions of leadership behavior: Consideration and Initiating Structure. Consideration refers to behaviors that show concern for subordinates' well-being and foster a supportive work environment. Initiating Structure pertains to behaviors that define roles, set goals, and ensure tasks are organized and

Answer Key

completed efficiently. These dimensions became foundational in leadership studies.

56. d) Free association, Analysis of dreams, Analysis of resistance, Analysis of transference
Explanation: Freudian psychoanalysis utilizes these four fundamental techniques: Free Association: Encouraging the patient to verbalize thoughts as they come, without censorship or filtering, to uncover unconscious material. Analysis of Dreams: Interpreting the content of dreams to gain insight into the unconscious mind, as dreams are considered a pathway to unconscious desires and conflicts. Analysis of Resistance: Identifying and analyzing behaviors or thoughts that interfere with the progress of therapy, which are seen as defenses against confronting unconscious material. Analysis of Transference: Examining the patient's projections of feelings about significant people in their life onto the therapist, which provides insights into unresolved conflicts and relationships.

57. c) Criterion Validity

Explanation: Criterion validity is a measure of how well one instrument correlates with an established, valid measure (the criterion). This type of validity is used to determine the effectiveness of a test in predicting an outcome or behavior that is measured by another, established test. Criterion validity is typically divided into two subtypes: concurrent validity, which assesses the correlation between the test and the criterion when both are measured at the same time, and predictive validity, which assesses the test's ability to predict future performance on the criterion measure. This comparison ensures that the new test is accurately measuring what it intends to measure, based on the validity of the existing criterion.

58. d) Equity theory

Explanation: Equity theory, developed by John Stacey Adams, posits that individuals assess the fairness of their work-related inputs and outcomes by comparing them to those of others. When people perceive an inequity, such as being under-rewarded compared to their peers, they may reduce their effort or output to restore a sense of balance and fairness. This response is a way to address the perceived injustice and achieve equity.

59. d) Norm-referenced test

Explanation: In a norm-referenced test, an individual's performance is compared to a relevant standardization sample, which represents the performance of a larger population. This type of test assesses where an examinee stands relative to their peers. The standardization sample provides a set of norms or average scores, allowing test-takers to be ranked or categorized based on their performance relative to others. Norm-referenced tests are commonly used in educational settings to evaluate students' abilities, achievements, and progress in

comparison to a normative group, helping to identify areas of strength and need.

60. a) Opponent-process theory

Explanation: The opponent-process theory, proposed by Ewald Hering, suggests that color vision is based on the activity of opposing pairs of colors: red-green, blue-yellow, and blackwhite. This theory explains phenomena like color afterimages, where staring at a color for a while and then looking away results in seeing its complementary color. It also accounts for certain types of color blindness, where individuals have difficulty distinguishing between colors that are processed by the same opponent channels, such as red-green color blindness.

61. a) Secondary reinforcement

Explanation: A token economy is a behavioral modification system that uses tokens as a form of secondary reinforcement. Tokens are earned by exhibiting desired behaviors and can later be exchanged for primary reinforcers, such as tangible rewards or privileges. This system is grounded in the principles of operant conditioning, where secondary reinforcers (tokens) are used to increase the likelihood of desired behaviors.

62. b) Research Bias

Explanation: Research bias occurs when researchers' beliefs, expectations, or habits influence the outcomes of a study, leading to systematic errors that skew the results. This can happen consciously or unconsciously and can affect various stages of the research process, including data collection, analysis, and interpretation. Research bias can compromise the validity and reliability of findings, making it crucial for researchers to use rigorous methods to minimize bias and ensure objective, accurate results. This includes practices such as blinding, using control groups, and employing standardized procedures.

63. c) Glass ceiling

Explanation: The glass ceiling is a metaphorical term describing an invisible but unbreachable barrier that prevents women, as a group, from ascending to top leadership positions in the workplace, despite their qualifications and achievements. This barrier is typically attributed to systemic and structural factors such as discrimination, bias, and unequal opportunities. It restricts women's advancement into executive roles and board positions, limiting their representation in senior leadership positions across various industries. Efforts to break the glass ceiling involve promoting diversity, implementing inclusive policies, and addressing systemic barriers to create equal opportunities for women to advance in their careers.

Answer Key

64. b) Eclecticism and Integration

Explanation: Multimodal therapy, developed by Arnold Lazarus in 1981, is an example of eclecticism and integration in psychotherapy. This approach integrates various therapeutic techniques and interventions from different theoretical orientations, such as cognitive-behavioral, psychodynamic, behavioral, and humanistic-existential approaches. It emphasizes the importance of tailoring treatment to the individual needs and characteristics of each client, drawing on a diverse range of methods to address the complexity of human experience and behavior. Multimodal therapy aims to facilitate holistic healing by addressing emotional, cognitive, behavioral, interpersonal, and physiological aspects of clients' difficulties, making it a versatile and adaptable approach in clinical practice.

65. a) Acute

Explanation: "Acute" refers to a disorder or condition that has a rapid onset and is relatively short-lived. It typically describes conditions that develop quickly and resolve within a relatively short period, often with intense symptoms during the acute phase. This is in contrast to chronic disorders, which persist over an extended period, and may have less severe but more enduring symptoms.

66. d) Pituitary gland

Explanation: The pituitary gland, often referred to as the "master gland" of the body, plays a crucial role in regulating and controlling other endocrine glands through the production of various hormones. Located at the base of the brain, the pituitary gland is divided into the anterior and posterior lobes, each responsible for secreting different hormones that affect growth, metabolism, and reproductive functions. The pituitary gland's central role in regulating a wide array of bodily functions and other endocrine glands underscores its importance in maintaining homeostasis and coordinating the endocrine system's activities.

67. a) Descriptive statistics

Explanation: Descriptive statistics are concise ways of summarizing and describing the main features of a collection of data or a set of numbers. They provide simple summaries about the sample and the measures, making it easier to understand and interpret the data. Descriptive statistics include measures of central tendency and measures of variability (spread). Descriptive statistics are essential for initial data analysis, providing a clear and immediate overview of the data's characteristics before any inferential statistical techniques are applied. They help in organizing and summarizing data in a meaningful way, allowing researchers to present data in a more interpretable and understandable form.

68. d) Theories are generally broader than hypotheses

Explanation: A hypothesis and a theory serve different purposes in the scientific process, though they are related concepts. Hypothesis: A hypothesis is a specific, testable prediction derived from a theory. It is a statement that can be empirically tested through experiments or observations. Hypotheses are often formulated to test the relationships between variables or to predict the outcome of an experiment.

Theory: A theory is a broader, well-substantiated explanation of some aspect of the natural world that is based on a body of evidence. Theories integrate and summarize a large number of observations and hypotheses. They provide a framework for understanding and explaining phenomena, guiding future research and generating new hypotheses.

69. d) Depression

Explanation: Transcranial Magnetic Stimulation (TMS) is a non-invasive treatment that uses magnetic fields to stimulate nerve cells in the brain. It is primarily used to treat depression, particularly for patients who have not responded to other treatments such as medication and psychotherapy. TMS is approved by the FDA for this purpose and has shown efficacy in reducing symptoms of depression by targeting specific areas of the brain associated with mood regulation. It is not typically used for conditions like Internet Addiction Disorder, phobias, or schizoid personality disorder.

70. c) Role conflict

Explanation: Role conflict occurs when there are incompatible demands placed upon a person relating to their job or position. This can happen when the expectations of different stakeholders (e.g., supervisors, coworkers, clients) are at odds with one another, or when the requirements of one role clash with those of another role the person is trying to fulfill. Role conflict can lead to stress and decreased job satisfaction, as the individual struggles to meet conflicting demands. It differs from role overload (too many responsibilities), role erosion (loss of important job functions), and role ambiguity (unclear job expectations).

71. b) Vertical

Explanation: Job enrichment is a technique that involves increasing the depth of a job by adding responsibilities and giving employees more control over their work. This is referred to as vertical loading because it enhances the job by adding more complex tasks and responsibilities that were previously handled by higher-level employees. The aim is to improve job satisfaction and motivation by providing employees with more challenging and meaningful work. This is different from horizontal loading, which involves adding more of the same level tasks without increasing responsibility or complexity.

Answer Key

72. a) 28-30 seconds

Explanation: Short-term memory (STM) typically holds information for a duration ranging from approximately 15 to 30 seconds. Rehearsal, such as repeating or mentally reviewing information, can help to extend this duration. Therefore, selecting the upper end of this range (28-30 seconds) aligns with the understanding that STM duration can be extended through rehearsal. While estimates of STM duration may vary slightly depending on factors such as task demands and individual differences, the range provided falls within the generally accepted time span for STM.

73. a) Diversity and Culture

Explanation: The metaphor of the “melting pot” is most appropriately associated with diversity and culture. It refers to a societal model where various cultural, ethnic, and racial groups blend together to form a single, cohesive society. This metaphor suggests that, in a melting pot, individual identities and differences are assimilated into a unified cultural identity, creating a homogeneous culture out of diverse elements. This concept is often discussed in the context of immigration and multiculturalism, highlighting how diverse cultures can come together and influence each other within a larger society.

74. c) The mean

Explanation: The mean is a measure of central tendency, representing the average value of a set of data points. It does not describe the spread or variability of the data; instead, it provides a single value that summarizes the data’s central location. Measures of spread, such as the standard deviation, range, and interquartile range, quantify how dispersed or spread out the values are within the distribution. These measures give insight into the distribution’s shape and the extent to which data points deviate from the mean.

75. d) teratogens

Explanation: Genetic and hormonal factors are indeed major prenatal influences. Parents’ level of education and family history of mental illness are not directly affecting the fetus in the womb, but rather set the stage for the postnatal environment. Teratogens are external factors that can harm the developing fetus. These can be substances like drugs, alcohol, or environmental toxins.

76. a) Insecure attachment style.

77. c) Physical symptoms without any discernible physical basis

Explanation: Historically, hysteria referred to a condition where individuals exhibited physical symptoms—such as paralysis, blindness, or other sensory/motor dysfunctions—that could not be explained by any medical or neurological condition. These symptoms were understood to be the result of psychological factors. This condition is now often referred to as conversion disorder or functional neurological symptom disorder in modern diagnostic terminology.

78. b) Social

Explanation: Social motives are those that drive individuals to seek interactions, relationships, and influence within a social context. The need to spend time with others, often referred to as the need for affiliation, and the desire to influence others, associated with the need for power, are prime examples of social motives. These motives stem from the inherent human need for connection, acceptance, and influence within their social environments. Unlike physiological motives, which are related to basic biological needs, social motives are centered around interpersonal relationships and social dynamics, playing a crucial role in shaping human behavior and social interactions.

79. b) React Negatively to and Withdraw from novel stimulus

Explanation: Shy children often exhibit a tendency to react negatively to new or unfamiliar situations and people, demonstrating behaviors such as withdrawal and avoidance. This response is indicative of heightened fearful distress and is a common characteristic of a temperamental profile associated with shyness. These children are more likely to experience anxiety and discomfort in novel situations, leading them to withdraw rather than approach.

80. d) Theory X

Explanation: Theory X, proposed by Douglas McGregor, posits that employees are inherently lazy, lack ambition, dislike work, and need to be closely supervised and controlled through external incentives and punishments. This theory suggests that workers are primarily motivated by financial rewards and the avoidance of punishment, and therefore require a management approach that involves strict oversight, coercion, and the implementation of clear rules and regulations. Theory X contrasts with Theory Y, which assumes that employees are self-motivated, seek responsibility, and can be creative and driven when provided with the right conditions. Theory X reflects a more pessimistic view of employee motivation and behavior.

81. b) Neuroticism-emotional stability

Explanation: The Myers-Briggs Type Indicator (MBTI) is a personality assessment tool that categorizes individuals based on four dichotomies: Extraversion-Introversion,

Answer Key

Sensing-Intuition, Thinking-Feeling, and Judging-Perceiving. These dichotomies form 16 distinct personality types. Neuroticism-emotional stability, however, is not part of the MBTI framework. This dichotomy is instead associated with the Big Five personality traits, where neuroticism is one of the five dimensions used to describe personality. Thus, the MBTI focuses on different aspects of personality compared to the Big Five model, which includes neuroticism.

82. c) Tourette's disorder

Explanation: Tourette's disorder, also known as Tourette syndrome, is a neurological condition characterized by repetitive, involuntary movements and vocalizations called tics. These tics can involve uncontrollable head movements and accompanying sounds such as grunts, clicks, yelps, sniffs, or even words. The disorder typically begins in childhood and can vary in severity over time. Tics are the hallmark symptom of Tourette's, distinguishing it from other developmental or neurological disorders. While the exact cause of Tourette's is not fully understood, it is believed to involve genetic and neurobiological factors.

83. a) Depression

Explanation: Hopelessness theory is an attempt to explain depression. This theory, developed by Lyn Abramson, Gerald Metalsky, and Lauren Alloy, suggests that a particular style of negative thinking leads to feelings of hopelessness, which in turn can lead to depression. According to this theory, individuals who attribute negative life events to stable and global causes, believe these events will have severe consequences, and think these events reflect something negative about themselves, are more likely to develop hopelessness and subsequently depression. This cognitive vulnerability, combined with stressful life events, can trigger episodes of depression.

84. d) Selective serotonin Re-uptake Inhibitors (SSRIs)

Explanation: Prozac, also known by its generic name fluoxetine, is an antidepressant that belongs to the class of drugs called Selective Serotonin Re-uptake Inhibitors (SSRIs). SSRIs work by increasing the level of serotonin in the brain, a neurotransmitter associated with mood regulation. By inhibiting the re-uptake of serotonin, these drugs help alleviate symptoms of depression and are commonly prescribed for other conditions such as anxiety disorders, obsessive-compulsive disorder (OCD), and some eating disorders.

85. d) Contingent reward

Explanation: According to Bass' Full Range Model of Leadership, transactional leadership involves the exchange of rewards and punishments contingent upon performance.

Contingent reward, therefore, is a key feature of transactional leadership. Leaders who use contingent reward provide recognition, rewards, or incentives to followers in exchange for achieving specific goals or meeting performance standards. This approach emphasizes the transactional nature of the leader-follower relationship, where rewards are provided in exchange for desired behaviors or outcomes.

86. c) Identity

Explanation: According to Erik Erikson's theory of psychosocial development, the central developmental task of adolescence concerns identity. During adolescence, individuals undergo a period of identity formation, where they explore different roles, values, beliefs, and aspirations to establish a sense of who they are as individuals. Erikson referred to this stage as the "Identity vs. Role Confusion" stage. Adolescents grapple with questions about their personal and social identities, such as "Who am I?" and "What do I want to do with my life?" Successfully resolving this stage leads to the development of a cohesive and stable sense of identity, while failure to do so may result in identity confusion and uncertainty about one's place in the world.

87. b) Status

Explanation: According to Herzberg's two-factor theory, hygiene factors are aspects of the work environment that, when inadequate, can lead to dissatisfaction among employees. Status is considered a hygiene factor because it relates to an employee's perceived level of importance, prestige, or recognition within the organization. When status is lacking or perceived as low, employees may feel dissatisfied, but improving status alone is unlikely to motivate or inspire them. Other examples of hygiene factors include working conditions, salary, company policies, and interpersonal relationships.

88. a) high level of arousal

Explanation: The Yerkes-Dodson law proposes that performance increases with physiological or mental arousal but only up to a point. Beyond this optimal level of arousal, further increases in arousal can lead to a decrease in performance. For easy tasks, individuals typically perform best when they are at a higher level of arousal because the task itself does not require much cognitive effort. In such cases, increased arousal can enhance motivation and focus, leading to improved performance. However, for more complex tasks, a moderate level of arousal is often optimal, as excessive arousal can lead to anxiety or distractibility, impairing performance.

89. b) Double-barrelled questions

Answer Key

Explanation: Double-barrelled questions, also known as double-barrelled items or double-barrelled stems, occur when a single test item touches upon more than one issue or concept, but the response options provided are only one. This can lead to confusion for test-takers, as they may find it difficult to discern which aspect of the item they are supposed to respond to. Double-barrelled questions can compromise the validity and reliability of a test, as they may not accurately measure the construct or concept intended to be assessed. It is generally recommended to avoid double-barrelled questions when constructing tests or assessments.

90. d) Uncertainty avoidance

Explanation: According to Hofstede's cultural dimensions theory, uncertainty avoidance refers to the extent to which a society tolerates ambiguity, uncertainty, and ambiguity. Societies with high uncertainty avoidance tend to have strict rules, structured environments, and a low tolerance for ambiguity, while societies with low uncertainty avoidance are more open to change, innovation, and ambiguity. This dimension reflects how comfortable individuals within a culture are with uncertainty and ambiguity and influences various aspects of behavior, decision-making, and organizational practices within that culture. Therefore, uncertainty avoidance characterizes tolerance for ambiguity according to Hofstede's framework.

91. d) stomach contraction

Explanation: According to the earliest theories of hunger, the primary signal that motivates us to eat is stomach contraction. This theory, known as the stomach contraction theory, suggests that the sensation of hunger arises from contractions and movements of the stomach walls when the stomach is empty. These contractions send signals to the brain, triggering feelings of hunger and motivating individuals to seek food to alleviate the discomfort. While later research has revealed the involvement of more complex mechanisms and signals in hunger regulation, such as hormonal signals and neural pathways, the stomach contraction theory provided initial insights into the physiological basis of hunger and eating behavior.

92. b) MBO

Explanation: MBO stands for Management by Objectives. It's a management approach introduced by Peter Drucker that involves setting specific objectives for each employee and then evaluating their performance based on whether they accomplish those objectives. MBO emphasizes the importance of employee involvement in the goal-setting process, with clear influence over setting their own objectives. This approach aims to align individual

goals with organizational objectives, promote employee engagement and motivation, and enhance overall organizational performance.

93. a) Forces opposing change should be reduced

Explanation: According to Lewin's force field analysis, successful change requires identifying and understanding the forces that either drive or resist the change. To bring about a change, the focus should be on reducing or weakening the forces that oppose the change. By minimizing the barriers and resistance to change, it becomes easier to implement and sustain the desired changes within an organization or system. This may involve addressing concerns, providing support, communication, and involvement to overcome resistance and facilitate the change process effectively.

94. c) Normative commitment

Explanation: According to Allen and Meyer's Three-Component Model of Organizational Commitment, normative commitment refers to a sense of obligation to remain with an organization because it is perceived as the right thing to do. Individuals with normative commitment feel a moral or ethical obligation to stay with the organization, often due to a sense of loyalty or duty. Unlike affective commitment, which is based on emotional attachment, or continuance commitment, which is based on perceived costs of leaving, normative commitment is driven by a sense of responsibility or obligation to uphold ethical or moral standards associated with remaining in the organization.

95. d) Delegating.

Explanation: According to the Hersey and Blanchard Situational Leadership Theory, followers who are high on both job and psychological maturity are categorized as R4 or D4 followers. For these followers, the most effective leadership style is Delegating (S4), which involves a low level of supportive behavior and a low level of directive behavior. This style is characterized by minimal guidance and supervision, as the followers are capable and willing to perform tasks independently.

96. d) Labeling, Stability, Consistency.

Explanation: Kohlberg's theory of gender development proposes that children move through three stages: Labeling (ages 2-3): Children begin to identify the gender expressions of themselves and others, recognizing gender based on outward appearances.

Stability (ages 3-5): Children understand that gender typically stays constant as they age, but their concept of gender is still not consistent.

Consistency (ages 6-7): Children realize that gender is consistent through time and different

Answer Key

situations, and they can understand external changes do not change a person's gender identity.

97. b) He retained H_0 while it was false

98. d) Mean

Explanation: The measure of central tendency most affected by the presence of extreme values is the mean. Extreme values, also known as outliers, can significantly skew the mean because it takes into account every value in the dataset. Even one extreme value can greatly influence the mean, pulling it towards the extreme end of the distribution. In contrast, the median and mode are less affected by extreme values. The median is the middle value when the data is arranged in ascending or descending order, and outliers have less impact on its value. The mode is the most frequently occurring value in the dataset and is not influenced by extreme values.

99. a) recognition

Explanation: Multiple-choice tests primarily assess the measure of memory dealing with recognition. In a multiple-choice test, individuals are presented with a set of options, among which they must select the correct answer. This format requires individuals to recognize the correct response from among the provided options, rather than generating the answer from memory (recall) or reconstructing it based on partial information (reconstruction). Recognition involves identifying information as familiar or previously encountered when presented with cues or options, making it a key aspect of memory assessment.

100. b) Psychological contract

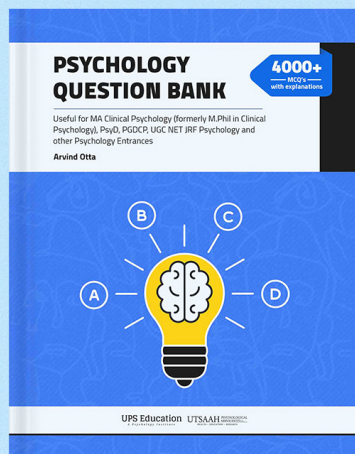
Explanation: The match between individual and organizational expectations is referred to as the psychological contract. It encompasses the mutual beliefs, perceptions, and obligations between an employee and an organization regarding what they expect from each other in the employment relationship. This includes factors such as job roles, responsibilities, rewards, and career development opportunities. When there is alignment between individual and organizational expectations, it enhances job satisfaction, commitment, and performance.

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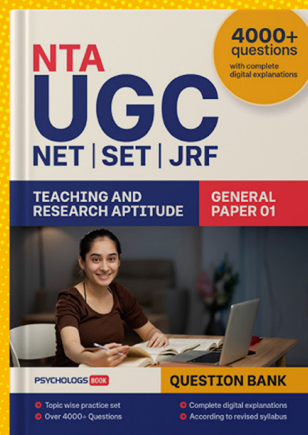


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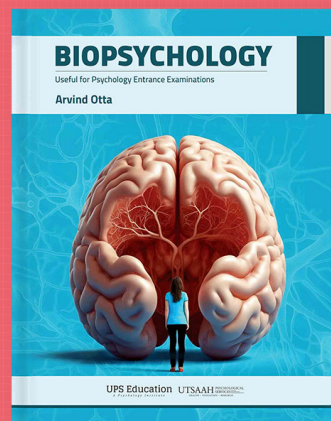


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About the author

Arvind Otta is a prevalent name who has been working continuously for many years toward human rights and equality for persons suffering from mental health issues and playing a vital role in reducing stigma and taboos related to mental health. He has been awarded the Gold medal by the contemporary Lok Sabha Speaker in 2003 and Asia's Youngest Best Mental Health Professional in 2018.

Arvind Otta currently serves as the editor-in-chief of Psychologs magazine, India's only print mental health magazine.

Arvind Otta has been teaching Psychology for the past 15 years and has helped over 10000 students crack various psychology entrance exams. He has authored 8 books on mental health and psychology, wrote 120+ articles & editorials on mental health, and delivered more than 11000 hours of lectures on various platforms, and this process is continuing.

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